

Overview and how we define Modern Slavery

- Slavery, child labour, forced labour, and human trafficking are serious crimes and a violation of fundamental human rights. Modern Slavery deprives victims of their liberty and often involves financial exploitation.
- At O'Brien Facilities Ltd, we conduct our business fairly, ethically, and with respect for fundamental human rights. We are fully committed to preventing all forms of slavery, forced labour or servitude, child labour, and human trafficking, both within our business and throughout our supply chains. We will not tolerate it.
- This policy does not form part of any employee's contract of employment and may be amended at any time.
- All individuals working for or on behalf of O'Brien Facilities Ltd, including employees, directors, officers, workers, consultants, volunteers, suppliers, or service providers, are required to read and comply with this policy.
- Overall responsibility for the implementation and monitoring of this policy rests with the senior-most person of the company.
- Failure to comply with this policy may result in disciplinary action, including dismissal, or termination of contracts. It may also involve legal action under Irish law, including the Criminal Law (Human Trafficking) Act 2008 and related legislation.

Preventing slavery and human trafficking in our business

- O'Brien Facilities Ltd undertakes appropriate checks on all employees, recruitment agencies, and suppliers to ensure we know who is working for or on behalf of the company.
- Every employee is provided with a written contract of employment, and we comply fully with all Irish employment laws, including minimum wage, working hours, rest breaks, and holiday entitlements.
- Managers and relevant staff receive training on this policy. All employees are required to sign a declaration confirming they have read, understood, and will comply with it.
- Health, safety, and ethical standards are maintained in line with HSE guidance and ISO 45001 requirements.

Suppliers

- Suppliers providing goods or services to O'Brien Facilities Ltd must assess their own business and supply chains and confirm compliance with Irish Modern Slavery legislation and best practice guidance.
- Suppliers must confirm that there is no slavery, forced labour, servitude, child labour, or human trafficking occurring in their business or supply chains. A copy of

their anti-slavery policy should be provided to the senior-most person of the company.

- Breaches of this policy or evidence of modern slavery in a supplier's business or supply chain may result in contract termination and legal action.

Employees and workers providing services

- Employees or workers must report any suspicions of modern slavery or human trafficking within the company or its supply chains to the senior-most person of the company immediately.
- The senior-most person will investigate all reports promptly and report findings to the Managing Director, recommending appropriate remedial action.
- No individual will suffer retaliation or detrimental treatment for reporting genuine concerns in good faith, even if investigations show the concern was mistaken. Any such treatment should be reported to the senior-most person, and employees can also refer to the company's Grievance, Whistleblowing, and Anti-Bribery policies.

Awareness

- This policy is circulated to all employees and relevant personnel directly involved in our business operations.

Policy review

- Annually or sooner if required by changes in legislation, guidance, or business operations.

Signed:**Director:** Aaron O'Brien**Date :** 24-03-26.